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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO OCTOBER 1988

OFFICE OF COLLECTIVE BARGAINING INFORMATION
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

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MINISTER

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Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October, 1988 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board

Contents

Page

Highlights i
Index to Settlements Reported 347
October 1988 Settlements
Leather 350
Textile 350
Primary Metal 351
Electrical Products 352
Transportation 353
Communication 355
Retail Trade 357
Finance, Insurance and Real Estate 362
Education and Related Services 362
Federal Administration 369
Provincial Administration 371

Addenda
July 1988 Settlement 372
September 1988 Settlements 373

Highlights

School Boards

A settlement was reached in direct talks to renew agreements that expired August 31, 1988 between the six metropolitan Toronto school boards and their 8,029 secondary school teachers. All salaries and responsibility allowances were increased by 5.04% under the new one-year agreements. A Category IV Teacher at the maximum of the salary grid after 10 years of service now earns $53,718 per year.

Benefit improvements were made effective December 1, 1989, and included an increase in the employer's share of the OHIP and dental premiums to 90% and 75% respectively. Coverage for the dental plan was upgraded to the 1987 ODA fee schedule and for vision care to $100 per person every 2 years.

Communication

A labour dispute between Bell Canada and the Communications-Electrical Workers was resolved with the renewal of two agreements to run until November 1990. The agreements cover 11,500 Ontario operator services, dining service, and craft and services employees.

All employees received a 5% wage increase retroactive to late 1987, 4.5% in late 1988 and 5% in late 1989. Operators received an additional $10 per week increase to their top rate on November 13, 1988, bringing it to $494.82. The COLA formula from the previous agreements continues, triggered into operation after a 5.5% increase in the CPI from June 1988 and once again after a 6% increase in the CPI from June 1989.

Pension indexing was introduced for both early and normal retirement age retirees. Payments will be based on the percentage increase in the CPI, to a maximum 2% for early retirees and to a maximum 4% for normal retirees.

Other negotiated monetary changes included:

- higher overtime pay after 2 hours
- improved vacation entitlement for short and long service employees
- higher claim for vision care
- updating of the fee schedule for dental plan claims.

Ontario Government

Three 12-month renewal agreements covering a total of 25,000 public servants were ratified in October. All three settlements involved a two-stage wage increase. The office administration group, which is the largest bargaining unit in the Ontario government, agreed to an increase of $10.15 per week plus 2.247% retroactive to January 1, 1988 and a further 0.4% non-compounded retroactive to July 1, 1988. The impact of the settlement on the base classification, Operator 2, Microfilm, was a 5.6% salary increase. The salary of the highest paid classification, Supreme Court Reporter 1, increased 4.2%.

The general operational group settled for a wage increase of 20¢ per hour plus 2.573% retroactive to January 1, 1988, and a further 0.4% non-compounded on July 1. This resulted in a wage increase of 5.2% to the base classification and an increase of 4.1% to the top classification.

The technical services group received $7.20 per week plus 3.28% effective January 1, 1988 and 0.3% non-compounded on July 1, 1988. The base classification, Library Technician 2, increased a total of 5.6%; the top classification increased a total of 4.5%.

Retail Food

Four more settlements with the Food and Commercial Workers followed the retail food industry pattern of two-year renewal agreements with a 70¢ per hour wage increase in the first contract year and a 55¢ per hour increase in the second year. A total of 16,372 full-time and part-time employees of Canada Safeway, Loblaws Supermarkets, Miracle Food Mart Division of Steinberg and Oshawa Foods Division of Oshawa Group working in various locations across the province were covered by the new agreements.

Under the Canada Safeway, Miracle Food Mart and Oshawa Foods agreements, a provision for quarterly economic adjustments was continued. At Canada Safeway, eligible full-time employees will receive one $91 payment in 1988, three quarterly payments of $108 each in 1989, and four payments of $125 each in 1990; at Oshawa Foods, the existing $125 payments continue; and at Miracle Food Mart, eligible full-time employees will continue to receive $150 per quarter.

Changes were negotiated to pensions under 2 of the 4 agreements. Canada Safeway's contribution to the union pension fund will increase from 35¢ per hour to 41¢ effective December 31, 1989.

At Loblaws, the company pension plan was amended from a non-contributory to a contributory plan. Beginning in 1990, employees will contribute 0.5% of gross annual earnings, and in 1991, 1%. Another major change to be introduced in 1990 is indexing of pensions based on a formula involving the annual increase in the CPI. Employees retired prior to the introduction of indexing will receive a special monthly payment in lieu of indexing.

Index to Settlements Reported, October 1988

Employer and Location	Union	Page
Air Canada, system-wide	Cdn. Auto Workers (CLC) (full-time and part-time sales department empls.)	353
Bata Industries Ltd., Bata Footwear Div., Batawa and Trenton	Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse empls.)	350
Bell Canada, Ont., Que. and NWT	Communications-Electrical Workers (CLC) (operator services and dining service empls., and craft and services empls.)	355
Canada Safeway Ltd., Thunder Bay	Food and Commercial Workers (AFL-CIO/CLC)	357
Canadian Mining and Energy Corp., Port Hope	United Steelworkers (AFL-CIO/CLC)	351
Consolidated Fastfrate Transport Inc., Toronto	Teamsters (AFL-CIO)	354
Courtaulds Fibres Canada, Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	350
East York Borough and The Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	362
Frontenac-Lennox and Addington County Roman Catholic Separate School Board, Kingston	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	363
General Signal Limited, Edwards Unit, Owen Sound	United Steelworkers (AFL-CIO/CLC)	352
Giant Yellowknife Mines Ltd., Schumacher, Ross and Pamour 1 Mines, Timmins	United Steelworkers (AFL-CIO/CLC) (mine and plant empls.)	372
Huron County Board of Education, Clinton	Ont. Secondary School Teachers' Fed. (Ind.)	364
Kingston Spinners (Canada) Inc, Kingston	Clothing and Textile Workers (AFL-CIO/CLC)	351
Kraus Carpet Mills Ltd., Chrome Print and Varichrome Yarns, Waterloo	Food and Commercial Workers (AFL-CIO/CLC)	373
Lindsay Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	353

Index to Settlements Reported, October 1988

Employer and Location	Union	Page
Loblaws Supermarkets Ltd., various Ontario centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	358
Metropolitan Separate School Board, Toronto	CUPE (CLC) (full-time, part-time and temporary maintenance, services and plant operation empls.)	365
Metropolitan Toronto Assn. for Community Living, Residential Services and Vocational and Industrial Services	CUPE (CLC) (full-time and part-time empls.)	374
National Research Council of Canada, Ottawa	Professional Institute (Ind.)	369
Norfolk Board of Education, Simcoe	Ont. Secondary School Teachers' Fed. (Ind.)	366
Norfolk Board of Education, Simcoe	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	365
Ontario Blue Cross, Toronto	OHA/Blue Cross Employees' Assn. (Ind.) (office and clerical empls.)	362
Ontario Government	Ontario Public Service Employees (NUPGE) (CLC) (technical services category)	372
Ontario Government	Ontario Public Service Employees (NUPGE) (CLC) (general operational services category)	371
Ontario Government	Ontario Public Service Employees (NUPGE) (CLC) (office administration group)	371
Oshawa Group Ltd., Oshawa Foods Div., Toronto and other southern Ontario centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	359
Ottawa Board of Education	CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	367
Scarborough City Board of Education	CUPE (CLC) (full-time and part-time operations and maintenance empls.)	367
Scarborough City Corp.	Intl. Fire Fighters (AFL-CIO/CLC)	375

Index to Settlements Reported, October 1988

Employer and Location	Union	Page
Steinberg Inc., Miracle Food Mart Div., various locations throughout southern Ont.	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	361
Treasury Board of Canada	Public Service Alliance (CLC) (education group)	370
Treasury Board of Canada	Professional Institute (Ind.) (physical sciences group)	369
Wellington County Board of Education, Guelph	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	368

LEATHER

Bata Industries Limited, Bata Footwear Division at Batawa and Trenton - Local 1979, Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse employees): A 24-month renewal agreement effective from October 4, 1988 to October 3, 1990, covering 600 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Oct. 4/88	Oct. 4/89
	General Increases*	4.5%	4.5%
	Cleaner	$6.66 ($6.37)	$6.96
	Leather Dispatcher	$9.74 ($9.32)	$10.18

* Applies to hourly and piecework rate schedules.

COLA Provision: 25¢ per hour "add on" (unchanged).

Paid Vacation: 4 weeks after 10 (15) years of service.

Health and Welfare: Weekly Indemnity - Payable on a 1/1/5/26 (1/1/8/26) basis.

Pension Plan: Basic Benefit - $12 ($10.50) per month per year of service.

Safety Shoe Allowance: $50 ($35) per year.

Tool Allowance (new): Maximum $150 per year.

TEXTILE

Courtaulds Fibres Canada, previously Courtaulds (Canada) Inc. at Cornwall - Local 779, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 241 employees, settled during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	May 1/88	May 1/89
	General Increases	95¢	80¢
	Skilled Trades Adjustment	10¢	
	Labourer	$11.26 ($10.31)	$12.06
	Stationary Engineer 2nd Class	$13.81 ($12.76)	$14.61

Call Back Pay: Minimum 5 (4) hours at straight time rate for day worker.

Paid Vacation: 3 weeks after 6 (7) years of service and 4 weeks after 12 (13) years.

Health and Welfare: Life Insurance - Benefit is $15,000 ($13,000).

Dental (new) - Effective November 1, 1988, employer pays 100% of premium costs for basic plan. Coverage is based on the 1987 ODA fee schedule.

Pension Plan: Basic Benefit - $8.50 ($7.50) per month per year of service. Effective May 1, 1989, $8.75.

Kingston Spinners (Canada) Inc. at Kingston - Local 1881, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 5, 1988 to August 4, 1990, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages: Effective	Aug. 5/88	Aug. 5/89
Increases	8% or 63¢ whichever is greater	8% or 68¢ whichever is greater
Maintenance Labourer	$8.34 ($7.71)	$9.02
Engineer 4th Class	$9.50 ($8.80)	$10.26

Shift Premium: 0-18¢-23¢ (0-15¢-20¢). Effective August 5, 1989, 0-20¢-25¢.

Health and Welfare: Life Insurance - Effective August 5, 1989, employer pays 60% (50%) of premium costs.

Dental (new) - Effective December 1, 1988, employer pays 100% of premium costs. Maximum annual claim is $500 per family member, with 50%-50% co-insurance.

Meal Allowance: Effective August 5, 1989, $3 ($2.50) after 2 hours of unscheduled overtime.

Safety Shoe Allowance: $28 ($24) per year. Effective August 5, 1989, $32.

Tool Allowance (Fixers): $4 ($3) per week. Effective August 5, 1989, $5.

PRIMARY METAL

Canadian Mining and Energy Corporation, previously Eldorado Resources Limited at Port Hope - Local 13173, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1988 to June 30, 1991, covering 228 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages: Effective	Oct. 30/88	July 1/89	July 1/90
General Increases	20¢	20¢	20¢
COLA Fold-in	$1.042		
Job Class Increment	18.5¢ (18¢)	19¢	19.5¢

Job Class 4 (Laundry Operator)	$12.892 ($11.635)	$13.107	$13.322
Job Class 23 Instrument/ Electrical	$16.407 ($15.055)	$16.717	$17.027

Lump Sum Payment: $250 per employee, in lieu of retroactivity.

COLA: 1¢ per 0.3 point increase in the CPI - 1971=100, using the August 1988 index as the base. Adjusted quarterly and folded into wages July 1, 1990. (Basic formula is unchanged.)

Shift Premium: 0-35¢-55¢ (0-30¢-45¢).

Lead Hand Premium: 50¢ (40¢).

Paid Vacation: Effective in 1989, 4 weeks after 8 (10) years of service and 5 weeks after 22 (25) years.

Health and Welfare: Life Insurance and AD & D - Effective October 30, 1988, benefit is $30,000 ($20,000). Effective July 1, 1989 and 1990, $35,000 and $40,000 respectively.

LTD - Effective October 30, 1988, benefit is $900 per month, payable following exhaustion of weekly indemnity benefit. (Previously, covered by disability pension under the pension plan.)

Dental - Effective July 1, 1989, major restorative services are added with 75%-25% co-insurance (new). Coverage is based on the current year's ODA fee schedule.

ELECTRICAL PRODUCTS

General Signal Limited, Edwards Unit at Owen Sound - Local 7466, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1988 to September 30, 1990, covering 245 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:

Effective	Oct. 1/88	Mar. 30/89	Oct. 1/89	Mar. 30/90
General Increases	40¢	10¢	40¢	10¢
Additional Adjustments	some reclassifications			
Job Class Increment 3-19				17¢ (16¢) for job grades
Grade 2 (includes Assembler)	$9.40 ($9.00)	$9.50	$9.90	$10.00
Grade 19 (Tool and Die Maker)	$12.12 ($11.72)	$12.22	$12.62	$12.89

Shift Premium: 0-50¢-55¢ (0-45¢-50¢).

Health and Welfare: Weekly Indemnity - Benefit is equivalent to UIC maximum (previously, maximum $245).

Dental (new) - Employer pays 100% of premium costs of Blue Cross #9 for employees only. Coverage is based on the 1986 ODA fee schedule. Effective October 1, 1989, the 1987 ODA fee schedule.

Pension Plan: Basic Benefit - $11 ($10.50) per month per year of service. Effective October 1, 1989, $11.50.

Disability Benefit - Benefit is minimum $250 ($100) per month, plus $150 supplement for employee with 10 or more years of service.

Lindsay Specialties Limited, previously J.E. Thomas Specialties Limited at Lindsay - Local 921, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 2, 1988 to October 1, 1991, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Oct. 2/88	Oct. 2/89	Oct. 2/90
	Increases	3.8%-8.2%	3%-6.4%	3%-6.3%
	Class A	$8.62 ($7.97)	$9.17	$9.68
	Tool and Die Maker, after 5 years	$13.58 ($13.08)	$13.98	$14.40

Health and Welfare: Life Insurance - Benefit is $16,000 ($12,000). Effective October 2, 1989, $17,000. Effective October 2, 1990, $18,000.

LTD - Benefit is $2,000 per month to a maximum of 30 (24) months.

Major Medical - Coverage extended to include visits to a licensed chiropractor.

Vision - Maximum claim is $150 ($100) every 2 years.

Pension Plan: Basic Benefit - $9.75 ($9.00) per month per year of service. Effective October 2, 1988, $10.50. Effective October 2, 1990, $11.50.

TRANSPORTATION

Air Canada, system-wide - Local 2213, Canadian Auto Workers (CLC) (full-time and part-time sales department employees): A 24½-month renewal agreement effective from September 19, 1988 to September 30, 1990, covering 1,115 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Sept. 19/88	Sept. 18/89
	General Increases	4%	5%
	Additional Adjustment	$2.21 per week to maximum step of scale	

Customer Sales and Service Agent	$7.03*-$15.40 ($6.76-$14.76)	$7.39-$16.17

Maximum rate is reached after nine 26-week increases. (Unchanged for full-time employee; previously after nine annual increases for part-time employee.)

* Post-probation rate of $8.10 ($7.79) per hour is reached after 26 weeks worked at the start rate quoted above. Effective September 18, 1989, $8.51.

Health and Welfare: CAW Group Disability Plan (new) - Employer contributes $40 per full-time employee and $20 per part-time employee per year.

Major Medical - Plan is extended to cover the cost of hyperbaric oxygen treatment (new).

Vision - Maximum claim is $125 ($90) every 2 years.

Dental - Maximum annual claim is $1,250 ($1,000).

Pension Plan: Early Retirement - Employee age 57 may retire with no actuarial reduction. Retiree may elect to pay premium costs for continued Major Medical and Dental coverage to age 65.

Pension Indexing (new) - The amount of income protection paid each January 1 from 1989 to 1992 is equal to 50% of the annual increase in the CPI, to a maximum of 4%. Payable to retirees aged 60 or more.

Cleaning Allowance: Effective October 1, 1988, $18 ($15) per month for uniforms. Effective October 1, 1989, $20.

Consolidated Fastfrate Transport Inc. at Toronto - Local 938, Teamsters (AFL-CIO): A 36-month renewal agreement effective from October 1, 1988 to September 30, 1991, covering 231 employees, settled at the bargaining stage. Duration of negotiations - 6 weeks.

Wages:

Effective	Oct. 1/88	Oct. 1/89	Oct. 1/90
General Increases	75¢	75¢	75¢
Driver, Checker and Dockman	$14.99 ($14.24)	$15.74	$16.49

COLA: 10¢ per hour worked or ¼¢ per mile driven per 1% increase in the CPI - 1971=100, above the September base in each year of the agreement. Triggered at 5%. Calculated and paid monthly as a lump sum. Total payments made during the first and second year, each divided by 12, will be folded into the base rate October 1, 1989 and October 1, 1990. (Basic formula is unchanged. Formula did not trigger.)

Paid Vacation: 6 weeks after 20 (25) years of service.

Health and Welfare: Major Medical - Effective October 1, 1988, employer contributes $154 ($142) per employee per month to union administered fund. Effective October 1, 1989, and 1990, $166 and $178 respectively.

Pension Plan: Employer Contribution - Effective October 1, 1988, $220 ($205) per month per employee to the Teamsters Union Pension Fund. Effective October 1, 1989, $250. Effective October 1, 1990, up to a maximum of $279, depending on the actuarial status of the fund.

Safety Shoe Allowance: $100 ($45) per year.

COMMUNICATION

Bell Canada, Ontario, Quebec and Northwest Territories - Communications-Electrical Workers (CLC) (operator services and dining service employees, and craft and service employees): Two 25-month renewal agreements effective from October 23, 1988* to November 24, 1990, with wages retroactive to November 25, 1987, for operator services and dining service employees, and effective from October 23, 1988 to November 30, 1990, with wages retroactive to December 1, 1987, for craft and services employees, covering 11,500 Ontario employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 15 months.

* Previous agreement for operator services and dining service employees expired November 24, 1987, and for craft and services employees, November 30, 1987.

Wages:

Operator Services and Dining Service

Effective	Nov. 25/87	Nov. 13/88
General Increase	5%	
Additional Adjustments	Some job class adjustments	$10 on operator top rates
Weekly Rates		
Dining Service Attendant	$289.61-$361.50 ($275.82-$344.29)	$289.61-$361.50
Operator	$309.23-$484.82 ($294.50-$461.74)	$309.23-$494.82

Effective	Nov. 25/88	Nov. 25/89
General Increases	4.5%	5%
Dining Service Attendant	$302.64-$377.77	$317.77-$396.66
Operator	$323.15-$517.09	$339.31-$542.94

Craft and Services

Effective	Dec. 1/87	Dec. 1/88	Dec. 1/89
General Increases	5%	4.5%	5%

	Weekly Rates
	Wage Schedule 6 (Inquiry Desk Attendant) $289.84-$398.30 ($276.04-$379.33) $302.88-$416.22 $318.02-$437.03
	Wage Schedule 1 (includes Craft Technician) $381.47-$750.44 ($363.30-$714.70) $398.64-$784.21 $418.57-$823.42
	Previous rates reflect .08% COLA folded in on September 1, 1987.
	Maximum rate for Operator is reached after two 3-month and six 6-month increases, for Dining Service Attendant after three 6-month increases, for Wage Schedule 1 craft and services employees after ten 6-month increases, and for Wage Schedule 6 craft and services employees four 6-month increases.
Lump Sum Settlement Payment:	$500 per employee. Effective January 1, 1989, $300.
COLA:	1% per 1% increase in the CPI - 1981=100, from the June 1988 index to the June 1989 index, triggered at 5.5% (4%) and folded into wages on September 1, 1989. (Basic formula is unchanged.)
	1% per 1% increase in the CPI from the June 1989 index to the June 1990 index, triggered at 6% and folded in on September 1, 1990.
Weekly Differential:	Increased by 6% for eligible operators and dining service employees.
Overtime Pay:	Effective January 1, 1990, double time after 2 (4) hours of overtime.
Paid Vacation:	3 weeks after 1 (2) year of service and 6 weeks after 25 (30) years.
Health and Welfare:	Vision - Maximum claim is $75 per person every 2 years with no deductible. (Previously, $60 with $10 deductible.)
	Dental - Coverage is based on the 1986 (1979) ODA fee schedule.
Pension Plan:	Pension Indexing (new) - For retiree under age 65, payment is equal to the total basic benefit times the percentage increase in the CPI in the preceding year, to a maximum of 2%. Retiree aged 65 and over receives an increase in the basic benefit based on 60% of the increase in the CPI, with a minimum increase of 2% and a maximum of 4%.
Living and Travel Allowances:	Increased by 4% in each contract year.
Safety Footwear Allowance:	$30 ($15) per year for overshoes, $80 ($75) per year for safety boots and $50 ($45) per year for safety shoes.
Technological Change:	Employee with minimum 6 months of service, who is transferred due to technological change to a lower paid classification, will receive a lump sum payment equal to the difference between the two job rates for a period of 12 (6) months.

Employee Status: Regular part-time employee who works in excess of 80 per cent of full-time hours will be offered regular full-time position.

A temporary employee is defined as an employee hired for a period of 3 weeks to 2 (1) years. Temporary employees shall be entitled to recall and rehiring procedures and shall be automatically reclassified to regular part-time after 2 years of service (new).

302 operator and 600 craft and services regular part-time employees are reclassified to regular full-time positions.

RETAIL TRADE

Canada Safeway Limited at Thunder Bay - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 4, 1988 to September 1, 1990, covering 463 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 4/88	Sept. 4/89
	Increases*	70¢	55¢
	Full-time Employees		
	Clerk A 0-24 months	$6.98-$13.97 ($6.98-$13.27)	$6.98-$14.52
	Meat Cutter 0-36 months	$8.06-$15.25 ($8.06-$14.55)	$8.06-$15.80
	Part-time Employees 0-3700 hours	$4.75**-$11.30 ($4.35-$10.60)	$4.75-$11.85

* Full-time - Increases are pro-rated from no increase on start rates to full increase on maximum rates.

Part-time - Increases are pro-rated from 5¢ to 70¢ effective September 4, 1988 and from 10¢ to 55¢ effective September 4, 1989.

** Increased in accordance with Ontario minimum wage legislation.

Additional Adjustments - Effective October 23, 1988, 5¢ to Head Cashier, Seafood Manager and Deli-Manager maximum rates. Effective September 4, 1989, 10¢. Pharmacy grid revised.

Economic Adjustments: Full-time - One payment of $91 in 1988 (unchanged); three quarterly payments of $108 each in 1989 and four quarterly payments of $125 each in 1990.

Part-time (new) - Four quarterly payments of 5¢ per hour worked from September 4, 1988 and 4 quarterly payments of 10¢ per hour worked from February 12, 1989.

Christmas Bonus: Full-time - 37 hours pay at straight time rate after 1 year of service, 27-3/4 hours pay after 9 months, 18½ hours pay after 6 months and 9½ hours pay after 3 months (unchanged).

Part-time - $40 after 3 years of service and $50 after 5 years. (Previously, $25 after 1 year.)

Sunday Premium (part-time employees): Double time (time and one-half).

Paid Vacation: Effective January 1, 1989, 6 weeks after 23 (25) years of service.

Holiday Pay (part-time employees): Minimum 5 hours pay at regular rate after 5 years of service (new).

Health and Welfare: OHIP (part-time employees) (new) - Effective January 1, 1989, employer will reimburse 75% of premium costs for single coverage, and family coverage for single-parent employee with 5 years of service who has worked 600 hours in the previous year.

Dental - Effective January 1, 1989, employer contributes 16¢ (14¢) per hour to jointly administered fund. Effective January 1, 1990, 17¢.

Pension Plan: Employer Contribution - Effective December 31, 1989, 41¢ (35¢) per hour to union fund.

Loblaws Supermarkets Limited at various Ontario centres - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement effective from May 1, 1988 to April 30, 1990, covering 6,000 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:

Effective	May 1/88	May 1/89
Increases*	70¢	55¢
Full-time Employees (Days)		
Cashier, Service Clerk, Wrapper and Meat Clerk 0-18 months	$8.38-$14.36 ($8.03-$13.66)	$8.65-$14.91
Meat Cutter 0-24 months	$8.75-$15.36 ($8.40-$14.66)	$9.02-$15.91
Part-time Employees (Days) 0-48 months	$6.00-$11.665 ($6.00-$10.965)	$6.20-$12.215

* Increase is pro-rated from 35¢ on the start rate to 70¢ on the maximum rate for full-time employees; increase applies to maximum rate only for part-time employees. Effective May 1, 1989, 27.5¢ to 55¢ for full-time employees; 20¢ to 55¢ for part-time employees.

Key Premium: Effective October 16, 1988, $10 ($7.50) for store closing.

Acting Pay: Effective October 16, 1988, $1.50 ($1.05) per hour worked as relief Store Manager.

Health and Welfare: Major Medical - Coverage is extended to include prescribed oxygen (new).

OHIP (part-time employees) - Effective January 1, 1989, employer pays 100% of premium costs for single coverage and family coverage for single-parent employee with 3 years of service who has worked 700 hours in the previous calendar year. (Previously, single coverage for all employees who worked 400 hours in the previous calendar year.)

Pension Plan:

Contributory Plan - Effective January 1, 1990, employee contributes .5% of gross annual earnings. (Previously, non-contributory.) Effective January 1, 1991, 1%.

Benefit - Effective January 1, 1989 for employees whose benefit is integrated with CPP, benefit is 1.25% of year's maximum pensionable earnings (YMPE) plus 1.75% of earnings above YMPE. (Previously, 1.75% of earnings less CPP carve-out.)

Supplemental Benefit - Effective January 1, 1989, for employees who retired prior to January 1, 1986, an additional $5 per month per year of retirement preceding January 1989 in lieu of indexing. Effective January 1, 1991 for employees who retired prior to January 1, 1988, an additional $5 per month per year of retirement preceding January 1991.

Pension Indexing (new) - For employees retiring after January 1, 1990, at age 65, pension benefit accrued prior to January 1, 1991, will be adjusted by 75% of the annual increase in the CPI to a maximum increase in the CPI of 10% minus 1%. For all employees retiring after January 1, 1991, pension benefit accrued prior to January 1, 1991 will be adjusted in accordance with this formula which will apply annually therafter, with adjustments each January.

Mileage Allowance: 40¢ (35¢) per mile.

Oshawa Group Limited, Oshawa Foods Division at Toronto and other southern Ontario centres - Local 175, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement effective from July 3, 1988 to July 1, 1990, covering 929 employees, settled with mediation assistance. Duration of negotiations - 1 year.

Wages:

Effective	July 3/88	July 2/89
Increases	70¢ to top rates; 5.291% to all other grid levels, plus an additional 5¢ to the top rate for part-time employees	55¢ to top rates

A. The following rates apply to employees hired after July 1, 1978:

Full-time Employees
0-30 months

Cashier/Wrapper/ Bakery/Sales	$7.49-$13.93 ($7.10-$13.23)	$7.49-$14.48

Grocery-Produce Clerk/ File Maintenance Baker	$7.63-$14.61 ($7.26-$13.91)	$7.63-$15.16
Meat Cutter	$8.33-$15.26 ($7.95-$14.56)	$8.33-$15.81
Part-time Employees 0-48 months	$5.00*-$11.20* ($4.88-$10.50)	$5.00-$11.80

* Effective October 23, 1988.

B. Top rates for employees other than Meat Cutter hired prior to July 1, 1978:

Full-time Employees

Cashier/Wrapper/ Bakery/Sales	$14.10 ($13.40)	$14.65
Grocery-Produce Clerk/ File Maintenance Baker	$14.81 (14.11)	$15.36
Part-time Employees	$11.30 ($10.55)	$11.90

C. Rates for part-time employees hired between July 1, 1978 and October 26, 1986:

9-36 months Effective July 2/89, 18-36 months	$6.75-$11.25 ($6.33-$10.50)	$8.27-$11.85

Rates for part-time employees hired between October 26, 1986 and October 22, 1988:

0-48 months Effective July 2/89, 9-48 months	$5.21-$11.25 ($4.88-$10.50)	$6.44-$11.85

Additional Adjustments - Effective October 23, 1988, 14¢ to Bread Board Operator maximum rate. Effective July 2, 1989, an additional 14¢. Effective October 23, 1988, 15¢ to Head Cashier maximum rate.

Economic Adjustments (full-time employees): Eight quarterly payments of $125 each (unchanged).

Night Premium: 80¢ (65¢) per hour worked between 10 p.m. and 6 a.m., except payable for all hours worked if majority of shift hours fall between 10 p.m. and 6 a.m.

Christmas Bonus: To be paid in accordance with corporate-wide policy. In the event of a store being sold or franchised, the Christmas bonus would be paid as previously. (Previously: Full-time employees - 37 hours pay at straight time hourly rate after 1 year of service, 27-3/4 hours pay after 9 months, 18½ hours pay after 6 months and 9¼ hours pay after 3 months, payable at the 1983 rate of pay. Part-time employees - $15 after 6 months of continuous service and $25 after 12 months.)

Acting Pay (part-time employees): Part-time employee relieving on a full-time basis for one full week, receives regular rate plus 25¢ per hour worked. (Previously, the greater of employee's part-time or temporary full-time hourly rate per hour worked.)

Paid Vacation (full-time employees): Effective January 1, 1989, 6 weeks after 23 (25) years of service.

Vacation Pay (part-time employees): 8% of straight time yearly salary after 9 years of service (new).

Health and Welfare: The following changes apply to full-time employees only, unless stated otherwise.

Major Medical - Effective October 23, 1988, employer pays 100% (80%) of premium costs.

Vision - Effective October 23, 1988, maximum claim is $100 per person every two years, with 50%-50% co-insurance. (Previously, maximum claim was $150, with 75%-25% co-insurance. Coverage varied according to service provided.)

Dental (full-time and part-time employees) - Employer contributes 15¢ (14¢) per straight time hour worked to the union fund.

Steinberg Inc., Miracle Food Mart Division at various locations throughout southern Ontario - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement effective from June 21, 1988 to June 25, 1990, covering 8,980 employees, settled by voluntary final offer selection*. Duration of negotiations - 2 months.

* An agreement was ratified on June 5, 1988, whereby the parties agreed to accept the monetary terms of settlement between Loblaws and other major retail food employers and the Food and Commercial Workers.

Wages:

Effective	June 27/88	June 26/89
Increases**	70¢	55¢
Full-time Employees Weekly Rates 37 hours per week		
Service Clerk 0-12 months	$276.92-$504.37 ($263.97-$478.47)	$287.09-$524.72
Meat Cutter 0-30 months	$299.37-$569.97 ($286.42-$544.07)	$309.54-$590.32
Part-time Employees Hourly Rates 0-48 months	$5.00-$11.21 ($4.35-$10.51)	$5.10-$11.76

** Apply to all full-time and part-time employees. Effective June 27, 1988, full-time wage grids are adjusted to reflect a 35¢ increase on the start rates up to the 70¢ increase on maximum rates. Effective June 26, 1989, grids adjusted 27.5¢ to 55¢. New part-time wage grids are established in each year.

Economic Adjustments: Eight quarterly payments of $150 each for eligible full-time employee and 10¢ per hour worked for part-time employee (unchanged).

FINANCE, INSURANCE AND REAL ESTATE

Ontario Blue Cross at Toronto - Local 1, OHA/Blue Cross Employees' Association (Ind.) (office and clerical employees): A 36-month renewal agreement effective from August 24, 1988 to August 23, 1991, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:

Effective	Aug. 24/88	Aug. 24/89	Aug. 24/90
Increases	*	*	**
Bi-weekly Rates			
Grade 40 3 levels	$517-$700 ($493-$666)	$544-$735	$577-$780
Grade 46 3 levels	$911-$1,232 ($867-$1,173)	$957-$1,294	$1,015-$1,372

* Salary grids are increased by 5%. Each employee's salary is adjusted individually from 3% to 8% based on merit.

** Salary grids are increased by 6%. Each employee's salary is adjusted individually from 3% to 9% based on merit.

Maximum rates are reached on merit.

Shift Premium: $3 ($2.50) per shift. Effective in 1989 and 1990, $3.50 and $4 respectively.

Health and Welfare: Vision - Effective November 1, 1988, coverage is extended to include prescription changes to a maximum claim of $50 every 2 years (new) in addition to basic coverage of $150 every 2 years (unchanged).

Lunch Subsidy: 80¢ (75¢). Effective August 24, 1989 and 1990, 85¢ and 90¢ respectively.

Meal Allowance: $4 ($3.50) after 2½ hours of overtime. Effective August 24, 1989 and 1990, $4.50 and $5 respectively.

EDUCATION AND RELATED SERVICES

East York Borough and The Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): Six 12-month renewal agreements effective from September 1, 1988 to August 31, 1989, covering 8,029 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:

Effective	Sept. 1/88
General Increase	5.04%

Teacher-Category I 0-10 years	$25,051-$43,118 ($23,849-$41,050)
Teacher-Category IV 0-10 years	$30,112-$53,718 ($28,667-$51,140)
Vice-Principal 0-3 years	
Junior High School*	$55,460-$60,699 ($52,799-$57,787)
Secondary School	$58,080-$63,314 ($55,293-$60,276)
Principal 0-3 years	
Junior High School*	$65,012-$70,246 ($61,893-$66,875)
Secondary School	$67,899-$73,129 ($64,641-$69,620)

* Applies to East York, North York and Toronto Boards of Education only.

Responsibility Allowances: Increased in accordance with the general salary increase.

Health and Welfare: OHIP - Effective December 1, 1988, employer pays 90% (85%) of premium costs.

Vision - Effective December 1, 1988, maximum claim is $100 ($75) per person every 2 years.

Dental - Effective December 1, 1988, employer pays 75% (69%) of premium costs. Effective January 1, 1989, coverage is based on the 1987 (1986) ODA fee schedule.

Frontenac-Lennox and Addington County Roman Catholic Separate School Board at Kingston - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 327 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages: Effective	Sept. 1/88	Sept. 1/89
General Increases	4.75%	4.5%
Additional Adjustments	*	*
Teacher-Category D 0-6 years	$20,200-$28,977 ($18,584-$26,963)	$21,841-$31,012
Teacher-Category A1 0-11 years	$24,934-$42,078 ($23,803-$40,170)	$26,056-$43,972
Teacher-Category A4 0-12 years	$30,356-$52,398 ($28,479-$49,522)	$32,036-$55,069

* Categories D, C and B receive a $700 increase in each year prior to the general increase. Category A4 receives $500 in 1988 and $300 in 1989.

Responsibility Allowances: Increased in accordance with the general salary increases.

Other Adjustments: Principal of elementary and scondary schools and Vice-Principal of secondary schools receive Teacher-Category A4 maximum salary plus applicable responsibility allowance. (Previously, received salary according to grid placement plus responsibility allowance.)

Health and Welfare: Life Insurance - Benefit is $100,000 ($80,000) or 2½ times salary, whichever is greater.

Dental - Coverage is based on the 1988 (1987) ODA fee schedule. Effective September 1, 1989, the 1989 ODA fee schedule.

Paid Maternity/ Adoption Leave (new): 2 weeks at 75% of weekly salary.

Huron County Board of Education at Clinton - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 283 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective	Sept. 1/88	Feb. 1/89
Increase	3.73% for Teachers, 4.55% plus $500 for Vice-Principals; 4.55% for Principals	
Additional Adjustment		Teacher salary grids restructured
Teacher-Category I 0-10 years	$23,557-$40,994 ($22,710-$39,520)	$24,500-$41,900
Teacher-Category IV 0-10 years	$27,748-$52,332 ($26,750-$50,450)	$29,400-$53,000
Vice-Principal 0-2 years	$57,312-$61,860 ($54,340-$58,690)	$57,312-$61,860
Principal 0-2 years	$64,455-$70,111 ($61,650-$67,060)	$64,455-$70,111

Responsibility Allowances: Increased by 4%.

Summer and Night School: $21 ($20.03) per hour.

Professional Development Fund: Effective January 1, 1989, $68,959 ($66,950).

Metropolitan Separate School Board at Toronto - Local 1280, Canadian Union of Public Employees (CLC) (full-time, part-time and temporary maintenance, services and plant operation employees): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 863 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	July 1/88	July 1/89
	Increases	4.8%-5.7%	4.7%-5.5%
	Cleaner	$11.64 ($11.01)	$12.29
	Head Caretaker (varies by size of school)	$14.32-$17.29 ($13.66-$16.50)	$14.99-$18.11
	Plumber	$21.11 ($20.14)	$22.11

Shift Premium: 51¢ (49¢) per hour worked between 4 p.m. and 8 a.m.

Lead Hand Premium: 39¢ (37¢). Effective July 1, 1989, 41¢.

Licence Premium: 30¢ (25¢) per hour for employee required to have 4th class stationary engineer's qualifications. 15¢ (10¢) for truck driver required to have 'D' licence.

Health and Welfare: LTD (new) - Effective in February 1989, employer pays 75% of premium costs. Benefit is 75% of annual salary.

Car Allowance: Effective November 1, 1988, daily allowance for work related travel is calculated on the basis of $315 ($300) per month for maintenance employees.

Tool Allowance: $80 ($65) per year for skilled trades employees and $65 ($45) for semi-skilled trades employees.

Norfolk County Board of Education at Simcoe - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/88
	General Increase	4.98%
	Teacher-Category D 0-5 years	$19,360-$27,237 ($18,441-$25,944)
	Teacher-Category A1 0-10 years	$25,397-$41,809 ($24,191-$39,824)
	Teacher-Category A4 0-10 years	$30,622-$53,002 ($29,168-$50,485)

Responsibility Allowances:	Principal 0-4 years	$5,450-$9,650 ($5,000-$9,000)
	Vice-Principal 0-3 years	$2,625-$4,199 ($2,500-$4,000)
	Supervisor	$8,399 ($8,000)
	Coordinator	$4,073 ($3,880)
	Resource Teacher	$1,543 ($1,470)
	Principal's Designate	$499 ($475)

Extra Degree Allowance: Maximum $875 ($750).

Health and Welfare: Life Insurance, Vision, Hearing and Dental - Employer pays 80% (75%) of premium costs.

Vision - Maximum claim is $175 ($125) per person every 2 years.

Hearing - Maximum claim is $400 ($325) per person every 2 years.

Dental - Effective November 1, 1988, employer pays 80% (75%) of premium cost. Coverage is based on the 1986 (1985) ODA fee schedule.

Norfolk Board of Education at Simcoe - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1988 to August 31, 1989, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Sept. 1/88
	General Increase	4.97%
	Teacher-Category 1 0-10 years	$26,243-$41,984 ($25,000-$39,996)
	Teacher-Category 4 0-10 years	$31,750-$53,013 ($30,247-$50,503)
	Vice-Principal 0-3 years	$58,750-$63,930 ($55,968-$60,903)
	Principal 0-3 years	$65,553-$71,829 ($62,449-$68,428)

COLA: 0.2% per 0.2% point increase in the CPI - 1971 = 100, using the August 1988 index as the base. Triggered at 8% and capped at 2%. Payable in September 1989. (Basic formula is unchanged. Formula did not trigger.)

Responsibility and Graduate Degree Allowances: Increased by 4.97%.

Paid Maternity Leave (new): 2 weeks at the equivalent of the UIC benefit.

Health and Welfare: Life Insurance - Effective October 1, 1988, benefit is three times annual salary to a maximum of $500,000 ($200,000).

Vision - Maximum claim is $175 ($125) per person every 2 years.

Hearing - Maximum claim is $400 ($325) per person every 2 years.

Ottawa Board of Education - Local 1400, Canadian Union of Public Employees (CLC) (full-time and part-time office, clerical and technical employees): A 24-month renewal agreement effective from April 1, 1988 to March 31, 1990, covering 450 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Apr. 1/88	Apr. 1/89
	General Increases	4.55%	4.1%
	Annual Rates		
	Switchboard Operator/ Receptionist	$16,156-$19,371 ($15,453-$18,528)	$16,818-$20,165
	Head Secretary	$22,321-$25,493 ($21,350-$24,384)	$23,236-$26,538
	Programmer Analyst	$31,764-$37,312 ($30,382-$35,688)	$33,066-$38,842

Maximum rates are reached after 3 annual increases.

Health and Welfare: Dental - Coverage is based on the 1987 (1984) ODA fee schedule.

Scarborough City Board of Education - Locals 149 and 149A, CUPE (CLC) (full-time and part-time operations and maintenance employees): Two 24-month renewal agreements effective from January 1, 1988 to December 31, 1989, covering 1,128 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/88	June 1/88	Jan. 1/89
	General Increases	4%	1%	5%*
	Additional Adjustments	10¢ for Maintenance Improver		25¢-30¢ for certain trades, 15¢ for Maintenance Improver
	Matron	$10.44-$11.17 ($10.04-$10.74)	$10.54-$11.28	$11.07-$11.84
	Plumber	$20.24 ($19.46)	$20.44	$21.72

Maximum rate for Matron is reached after 1 year.

* Conditional wage reopener if the Toronto CPI - 1981=100 increases by more than 6% above the December 1987 index.

Paid Vacation: 30 days after 26 (27) years of service. Effective January 1, 1989, 30 days after 25 years.

Paid Holidays: 11 (10) days.

Health and Welfare: Life Insurance - Effective January 1, 1989, maximum additional benefit is $120,000 ($100,000).

LTD - Effective January 1, 1989, employer pays 100% (75%) of premium costs.

Dental - Effective January 1, 1989, coverage is based on the 1988 (1986) ODA fee schedule and is extended to cover caps, crowns and dentures.

Continuation of Benefits - Effective January 1, 1989, employer continues to share premium costs for health and welfare benefits for up to 17 weeks of pregnancy or adoption leave (new).

Uniform Allowance: $110 ($100) per year for Matrons. Effective January 1, 1989, $115.

Safety Shoe Allowance: $55 ($50) per year. Effective January 1, 1989, $60.

Tool Allowance: $90 ($70) per year for Auto Mechanics.

Wellington County Board of Education at Guelph - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1988 to August 31, 1990, covering 776 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:

Effective	Sept. 1/88	Feb. 1/89
General Increases	3%	2%
Teacher-Category I 0-6 years	$18,875-$26,516 ($18,325-$25,744)	$19,253-$27,046
Teacher-Category 4 0-10 years	$25,748-$42,289 ($24,995-$41,053)	$26,263-$43,134
Teacher-Category 7 0-11 years	$29,512-$52,091 ($28,651-$50,573)	$30,102-$53,133

Effective	Sept. 1/89
General Increase	4.5%
Teacher-Category 1	$20,119-$28,263
Teacher-Category 4	$27,445-$45,076
Teacher-Category 7	$31,456-$55,524

		Sept. 1/88	Sept. 1/89
Responsibility Allowances:	Designated Teacher	$500 ($450)	$550
	Co-ordinator (new)	$1,043	$1,074
	Assistant Consultant	eliminated	

Allowances for Principal, Vice-Principal and Consultant increased by 4%. Effective September 1, 1989, increased by 4.5% for Principal and Vice-Principal and 3% for Consultant.

Health and Welfare: Dental - Coverage is based on the 1987 (1986) ODA fee schedule. Effective September 1, 1989, the 1988 ODA fee schedule.

Continuation of Benefits (new) - Employer continues to share premium costs for health and welfare benefits to a maximum of one year for employee on maternity or adoption leave.

Moving Allowance: Effective September 1, 1989, $400 to $900 for eligible teacher. (Previously, at employer's discretion.)

Mileage Allowance: 27¢ (26¢) per kilometre for up to 16,000 km and 20¢ (18¢) per km thereafter.

FEDERAL ADMINISTRATION

National Research Council of Canada at Ottawa - Professional Institute (Ind.): A 24-month agreement effective from June 13, 1988 to June 12, 1990, covering 1,127 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

	Effective	June 13/88	June 13/89
Wages:	General Increases	3.75%	3.75%
	Annual Rates		
	Junior Research Officer/Research Council Officer 1	$25,676-$31,539 ($24,748-$30,399)	$26,639-$32,722
	Principal Research Officer/Research Council Officer 5	$73,586-$78,985 ($70,926-$76,130)	$76,345-$81,947

Maximum rates are reached on merit.

Paid Vacation: Effective April 1, 1989, 5 weeks after 19 (20) years of service.

Flying Allowance: $75 ($70) per month. Effective June 13, 1989, $80.

Field Survey Allowance: $320 ($300) per month. Effective June 13, 1989, $325.

Treasury Board of Canada - Professional Institute (Ind.) (physical sciences group): A 25-month renewal agreement effective from May 16, 1988 to June 15, 1990, covering 471 Ontario employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	May 16/88	May 30/89
	General Increases	3.75%	3.5%
	Annual Rates		
	PC-1	$20,705-$40,271 ($19,957-$38,815)	$21,430-$41,680
	PC-5	$62,131-$70,988 ($59,885-$68,422)	$64,306-$73,473

Maximum rates are reached through a combination of merit and automatic increases.

Paid Vacation: Effective May 30, 1989, 5 weeks after 19 (20) years of service.

Meal Allowance: $5.50 ($5) after 3 hours of overtime and $5.25 ($4.50) after 4 more. Effective May 30, 1989, $5.75 and $5.50 respectively.

Treasury Board of Canada - Public Service Alliance (CLC) (education group): A 39-month renewal agreement effective from September 1, 1986 to November 30, 1989, covering 924 Ontario employees, settled with mediation assistance following a work stoppage*. Duration of negotiations - 26 months.

* Involved only the LAT sub-group. The parties agreed to refer the issue of hours of teaching time for the LAT sub-group to binding arbitration.

Wages:	Effective	Sept. 1/86	Oct. 1/87	Nov. 1/88
	General Increases	3.75%	3.75%	3.55%
	Annual Rates			
	Elementary and Secondary Teaching (EST)			
	Ontario rates			
	Level 1 0-8 years	$18,738-$25,146 ($18,061-$24,237)	$19,441-$26,089	$20,131-$27,015
	Level 6 0-10 years	$27,733-$45,131 ($26,731-$43,500)	$28,773-$46,823	$29,794-$48,485
	Language Teaching (LAT)			
	Level 1 (B.A.) 0-12 years	$23,187-$36,147 ($22,349-$34,840)	$24,057-$37,503	$24,911-$38,834
	Level 4 (B.A. plus 3 years teacher education) 0-13 years	$29,676-$45,615 ($28,603-$43,966)	$30,789-$47,326	$31,882-$49,006

Education Services (EDS)			
EDS 1 6 levels	$34,339-$42,230 ($33,098-$40,704)	$35,627-$43,814	$36,892-$45,369
EDS 5 4 levels	$51,902-$56,824 ($50,026-$54,770)	$53,848-$58,955	$55,760-$61,048

Responsibility Allowances: Increased in accordance with the general salary increases.

Paid Vacation: Effective April 1, 1989, 5 weeks after 19 (20) years of service.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (office administration group): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 16,505 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	Jan. 1/88	July 1/88
	General Increases	$10.15 per week plus 2.247%	0.4% non-compounded
	Additional Adjustments	3% to Court Reporter 1-3	
	Weekly Rates 36¼ hours per week		
	Operator 2, Microfilm	$367.97-$402.81 ($349.73-$383.81)	$369.37-$404.35
	Supreme Court Reporter 1	$677.63-$787.79 ($652.59-$760.33)	$680.24-$790.83

Maximum rates are reached in annual steps on merit.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (general operational services category): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 3,500 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	Jan. 1/88	July 1/88
	General Increases	20¢ per hour plus 2.573%	0.4% non-compounded
	Additional Adjustments		
	Effective July 1, 1988, additional 10¢ to Agricultural Worker 1-4, Sewer 1 & 2 and Laboratory Attendant 1 & 2.		
	Cleaner 1 40 hours per week	$9.86-$10.03 ($9.41-9.58)	$9.90-$10.07

Clerk 2, Supply 40 hours per week	$11.01-$11.49 ($10.53-$11.00)	$11.05-$11.53
Weekly Rates		
Area Supply Supervisor, Bargaining Unit min. 36¼ hours per week	$689.70-$739.63 ($665.15-$713.83)	$692.36-$742.49

Maximum rates are reached in annual steps on merit.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (technical services category): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 4,930 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/88	July 1/88
	General Increases	$7.20 per week plus 3.28%	.3% non-compounded
	Weekly Rates 36.25 hours		
	Library Technician 2	$393.84-$433.00 ($374.13-$412.05)	$394.96-$434.24
	Drafter 2	$523.99-$587.05 ($500.15-$561.21)	$525.49-$588.73
	Vocational Training Supervisor 1	$821.17-$998.93 ($787.89-$960.01)	$823.53-$1,001.81

Maximum rates are reached in annual steps on merit.

ADDENDA

July 1988 Settlement

MINES

Giant Yellowknife Mines Ltd., Schumacher, Ross and Pamour 1 Mines, previously Pamour Inc. at Timmins - Local 4440, United Steelworkers (AFL-CIO/CLC) (mine and plant employees): A 24-month renewal agreement effective from July 22, 1988* to June 30, 1990, with wages retroactive to July 1, 1988, covering 780 employees, settled at the conciliation officer stage and ratified in July 1988. Duration of negotiations - 2 months.

* Previous agreement expired June 30, 1988.

Wages:	Effective	July 1/88	July 1/89
	Increases	10% with a minimum of $1	7%
	Job Class 1 (Labourer)	$10.66 ($9.66)	$11.40

	Job Class 21 (includes Electrician specialist)	$15.43 ($14.03)	$16.51

Shift Premium: 0-45¢-50¢ (0-40¢-45¢).

Sunday Premium: 85¢ (80¢) per hour in addition to regular shift premium.

Paid Vacation: 4 weeks after 13 (14) years of service and 5 weeks after 22 (24) years.

Health and Welfare: Life Insurance and AD & D - Benefit is $20,000 ($13,000).

Weekly Indemnity - Benefit is equal to the UIC maximum plus $10 with no carve-out ($290, with UIC carve-out between weeks 10-25.)

LTD - Effective July 22, 1988, benefit is $700 ($675) per month, payable for a maximum of 8 (5) years. Effective July 1, 1989, $725 per month.

Vision - Maximum claim is $80 ($40) per person every 2 years.

Dental - Coverage is based on 1987 (1985) ODA fee schedule. Employer pays 70% of replacement costs of dentures every 5 years (the initial placement).

Pension Plan: Basic Benefit - $8 ($2.50) per month per year of service prior to 1971; $12 after 1971 (previously, varied).

Tool Allowance (new): $250 reimbursement per year for eligible tradesmen.

September 1988 Settlements

TEXTILE

Kraus Carpet Mills Limited, Chrome Print and Varichrome Yarns at Waterloo - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1988 to June 30, 1990, covering 280 employees, settled at the post conciliation bargaining stage and ratified in September 1988. Duration of negotiations - 4 months.

Wages:	Effective	July 1/88	July 1/89
	General Increases	50¢	50¢
	Skilled Trades Adjustments	50¢	50¢
	Additional Adjustment		10¢ for employees earning less than $9.90
	Yarn and Receiving Utility	$8.80 ($8.30)	$9.40
	Machinist	$13.10 ($12.10)	$14.10

Shift Premium: 0-30¢-35¢ (0-20¢-25¢).

Paid Vacation: 5 (4) weeks at 10% after 23 (25) years of service.

Health and Welfare: Employer Contribution (new) - Effective April 1, 1989, 48¢ per hour to the U.F.C.W. Trusteed Benefit Plan.

Dental - Effective September 12, 1988, employer contributes 14¢ (13¢) per hour to U.F.C.W. fund. Effective July 1, 1989, 16¢.

Pension Plan (new): Employer Contribution - Effective January 1, 1989, 30¢ per hour to the Canadian Commercial Workers Industry Pension Plan.

HEALTH AND WELFARE SERVICES

Metropolitan Toronto Association for Community Living, Residential Services and Vocational and Industrial Services, previously Metropolitan Toronto Association for the Mentally Retarded - Local 2191, Canadian Union of Public Employees (CLC) (full-time and part-time employees): Three 24-month renewal agreements effective from July 1, 1988 to June 30, 1990, covering 600 employees, settled at the conciliation officer stage and ratified in September 1988. Duration of negotiations - 4 months.

Wages:

Effective	July 1/88	July 1/89
General Increases	4.5%	4.5%
Annual Rates Full-time		
Residential Counsellor 1A	$14,312-$16,328 ($13,696-$15,625)	$14,956-$17,062
Residential Counsellor III	$21,355-$24,559 ($20,435-$23,501)	$22,315-$25,663
Vocational and Industrial Services		
Instructor II	$19,874-$22,887 ($19,018-$21,873)	$20,768-$23,886
Vocational Counsellor III	$28,151-$32,375 ($26,939-$30,981)	$29,418-$33,382

The following provisions apply to full-time employees unless otherwise stated.

Acting Pay: Employee temporarily transferred to higher classification for 3 complete and continuous shifts, receives appropriate rate in the higher classification. (Previously no specified time requirement.)

Paid Holidays (part-time employees): Civic Holiday is added for a total of 8 (7) days.

Bereavement Leave:	1 day's paid leave to attend funeral of son/daughter-in-law, spouse's grandparent/grandchild (new).
Health and Welfare:	Dental - Effective July 1, 1989, coverage is based on the 1988 (1986) ODA fee schedule.
	Continuation of Benefits - Effective September 7, 1988, employer reimburses 25% of benefit costs for a maximum 9 months (26 weeks) of maternity leave, after employee has returned to work for 3 months. Effective July 1, 1989, reimbursement for maximum 1 year and will apply to adoption leave also (new).
Professional Development:	$300 ($200) reimbursement per eligible employee per contract year for approved courses.
Safety Shoe Allowance (new):	Effective September 7, 1988, $50 per eligible employee per year.
Mileage Allowance:	Effective October 1, 1988, 26¢ (25¢) per kilometre, 41.6¢ (40¢) per mile.

LOCAL ADMINISTRATION

Scarborough City Corporation - Local 626, International Fire Fighters (AFL-CIO/CLC):

A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 470 employees, settled at the bargaining stage and ratified in September 1988. Duration of negotiations - 1 month.

Wages:

Effective	Jan. 1/88
General Increase	5.04%
Annual Rates	
4th Class Fire Fighter	$31,404 ($29,897)
1st Class Fire Fighter	$41,872 ($39,863)
Assistant Deputy Chief	$65,320.32 ($62,186)

Health and Welfare:

Life Insurance of Retirees - Benefit is $2,000 ($1,000).

Vision - Maximum claim is $125 per family member every 2 years. (Previously, $50 per year.)

Dental - Coverage is based on the 1988 (1987) ODA fee schedule.

Continuation of Benefits for Early Retirees - Effective January 1, 1988, employer pays 100% (50%) of premium costs for OHIP and Extended Health Care to age 65.